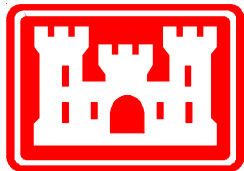




*3rd Quarter 97*

# Directorate of Human Resources



# Directorate of Human Resources

## *Index of Indicators*

Indicator Number	Indicator Title	Rating	Status	Slide Number
HRSUM1 HRSUM2	Command Overview		I	3&10
HR01	Supervisor-Employee Ratio	Green	Info Only	3-9
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HR02	Civ High Grade Status	Green	Info Only	11-14

B - Brief   I - Information   S - Special Interest   N - Not Addressed

# Command Overview

## *Supervisory Ratio*

	HNC	LRD	MVD	NAD	NWD	POD	SAD	SPD	SWD	TAC	LABS	FOA	HQ	CE
S-E Ratio	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

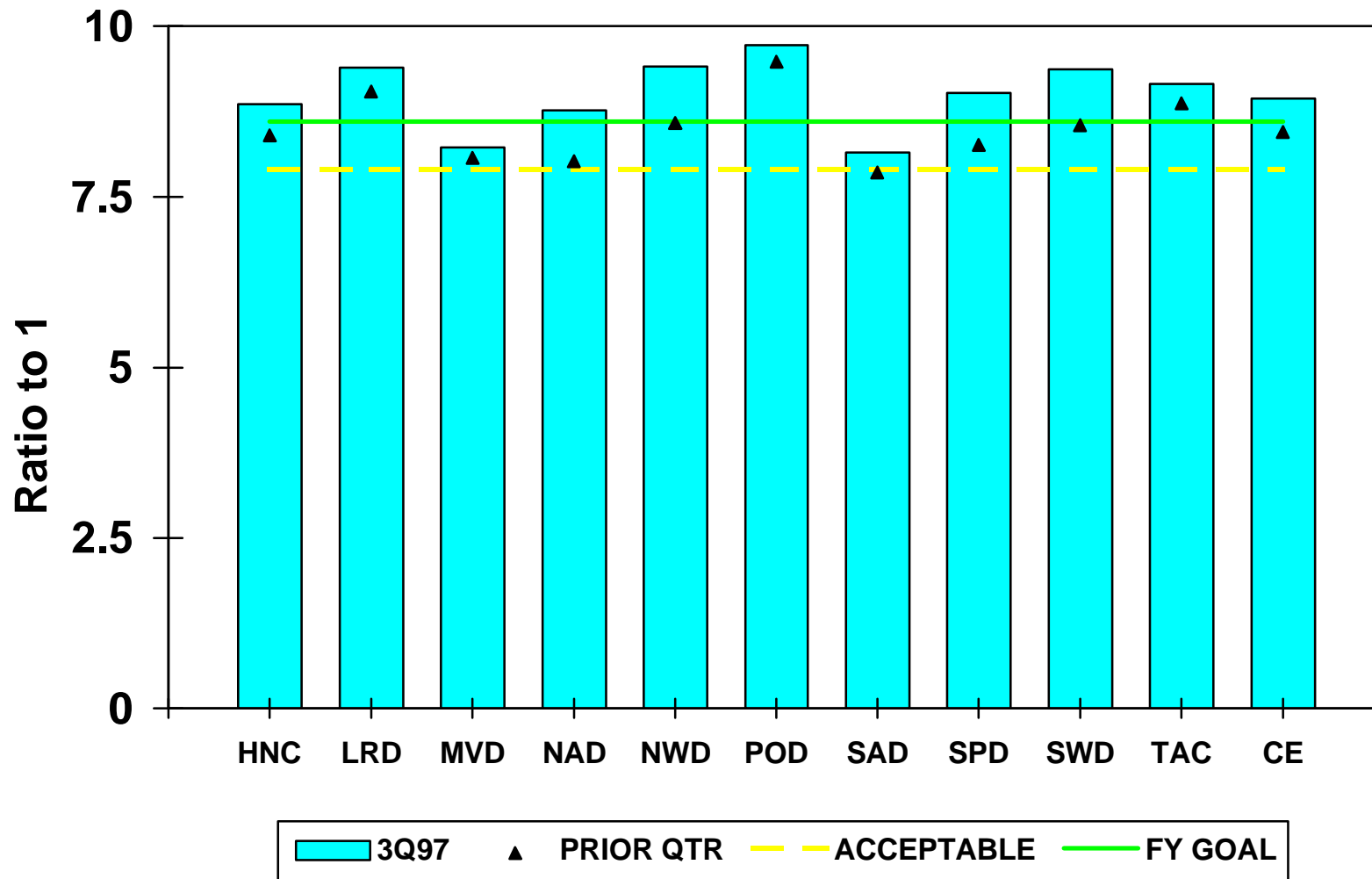
<input type="checkbox"/>	Satisfactory	<input checked="" type="checkbox"/>	Marginal	<input checked="" type="checkbox"/>	Unsatisfactory
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# Supervisor-Employee Ratio

HNC	LRD	LRB	LRC	LRE	LRH	LRL	LRN	LRP	MVD	MVK	MVM	MVN	MVP		
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
MVR	MVS	NAD	NAB	NAE	NAN	NAO	NAP	NWD	NWK	NWO	NWP	NWS	NWW		
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
POD	POA	POF	POH	POJ	SAD	SAC	SAJ	SAM	SAS	SAW	SPD	SPA	SPK	SPL	SPN
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
SWD	SWF	SWG	SWL	SWT	TAC	TAE	CER	CRL	TEC	WES	LABS				
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
HECSA	CPW	WRSC	UFC	MDC	FOA	HQS	CE								
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>								

<input type="checkbox"/>	Satisfactory	<input type="checkbox"/>	Marginal	<input type="checkbox"/>	Unsatisfactory
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# Supervisory Ratios



# Supervisor-Employee Ratio

Elements	# Supervisors	# Employees	Ratio	Prior Ratio
<b>HNC</b>	59	523	8.9	8.4
<b>LRD</b>	18	164	9.1	8.9
<b>LRD-R</b>	9	76	8.4	8.8
<b>LRB</b>	46	273	5.9	5.8
<b>LRC</b>	24	205	8.5	8.2
<b>LRE</b>	72	502	7.0	6.8
<b>LRH</b>	83	1006	12.1	11.5
<b>LRL</b>	124	1245	10.0	9.7
<b>LRN</b>	86	824	9.6	9.1
<b>LRP</b>	91	895	9.8	9.5
<b>MVD</b>	19	160	8.4	7.8
<b>MVM</b>	88	636	7.2	7.4
<b>MVN</b>	154	1219	7.9	8.8
<b>MVR</b>	108	879	8.1	7.7
<b>MVS</b>	78	860	11.0	9.1
<b>MVP</b>	79	727	9.2	8.2
<b>MVK</b>	166	1212	7.3	7.2
<b>NAD</b>	15	100	6.7	7.1
<b>NAB</b>	152	1328	8.7	8.4
<b>NAE</b>	61	637	10.4	8.0
<b>NAN</b>	81	649	8.0	7.5
<b>NAO</b>	49	432	8.8	8.5
<b>NAP</b>	62	538	8.7	7.7

# Supervisor-Employee Ratio

Elements	# Supervisors	# Employees	Ratio	Prior Ratio
N W D	15	129	8.6	8.0
N W D -R	11	96	8.7	9.1
N W K	93	909	9.8	8.0
N W O	151	1454	9.6	9.0
N W P	125	1176	9.4	8.6
N W S	86	796	9.3	8.6
N W W	69	614	8.9	8.3
P O D	52	448	8.6	8.7
P O A	39	431	11.1	10.4
P O F	23	257	11.2	10.0
P O J	30	264	8.8	9.1
S A D	8	98	12.3	12.4
S A C	20	166	8.3	7.8
S A J	99	701	7.1	7.2
S A M	171	1373	8.0	7.7
S A S	118	1050	8.9	8.5
S A W	50	412	8.2	7.4
S P D	19	140	7.4	8.0
S P A	35	345	9.9	8.3
S P L	85	770	9.1	8.7
S P K	108	997	9.2	8.1
S P N	35	294	6.4	7.9
S W D	18	127	7.1	7.9
S W F	114	1020	9.0	8.1
S W G	38	369	9.7	9.4
S W L	75	831	11.1	9.4
S W T	112	997	8.9	8.3

# Supervisor-Employee Ratio

Elements	# Supervisors	# Employees	Ratio	Prior Ratio
<b>TAC</b>	33	312	9.4	9.5
<b>TAE</b>	36	320	8.9	8.3
<b>TEC</b>	43	354	8.2	7.9
<b>WES</b>	105	1198	11.4	11
<b>CRL</b>	26	326	12.5	12.1
<b>CER</b>	24	324	13.5	13.3
<b>HEC</b>	33	182	5.5	5.5
<b>CPW</b>	25	160	6.4	6.0
<b>WRSC</b>	15	149	9.9	10.0
<b>UFC</b>	8	114	14.3	NR
<b>MDC</b>	4	25	6.3	NR
<b>HQS</b>	112	823	7.4	7.1
<b>CE</b>	3,987	35,641	8.9	8.5



# Supervisor-Employee Ratio

PROGRAM GOAL: One supervisor for ten non-supervisors (1:10 ratio) by FY 99

CURRENT YEAR OBJECTIVES: Reach a 1:8.6 ratio.

END OF YEAR PREDICTION: The Command will slightly exceed the objective.

CURRENT STATUS: 3,987 supervisors and 34,354 non supervisors (1:8.9 ratio)

HNC 1:8.9 LRD 1:9.4 MVD 1:8.2 NAD 1:8.8 NWD 1:9.4 POD 1:9.7 SAD 1:8.2

SPD 1:9.0 SWD 1:9.4 TAC 1:9.2 LABS 1:11.1 FOA 1:7.4 HQS 1:7.4 CE 1:8.9

IMPACT ASSESSMENT: This year-end goal is a step toward the FY98 goal of 1:9.3 and the FY99 goal of 1:10.

ANALYSIS AND CORRECTIVE ACTION: The command reduced 67 supervisors. This plus seasonal employment, resulted in exceeding our end FY goal. This should not induce complacency. Next year will see further reductions of permanent employees and elimination of supervisors will become more difficult. Continued Command attention will be necessary to reach the FY 99 goal.

AS OF: 30 June 1997

POC: Kent Dittmer, (202) 761-1769

ASSESSMENT: Green

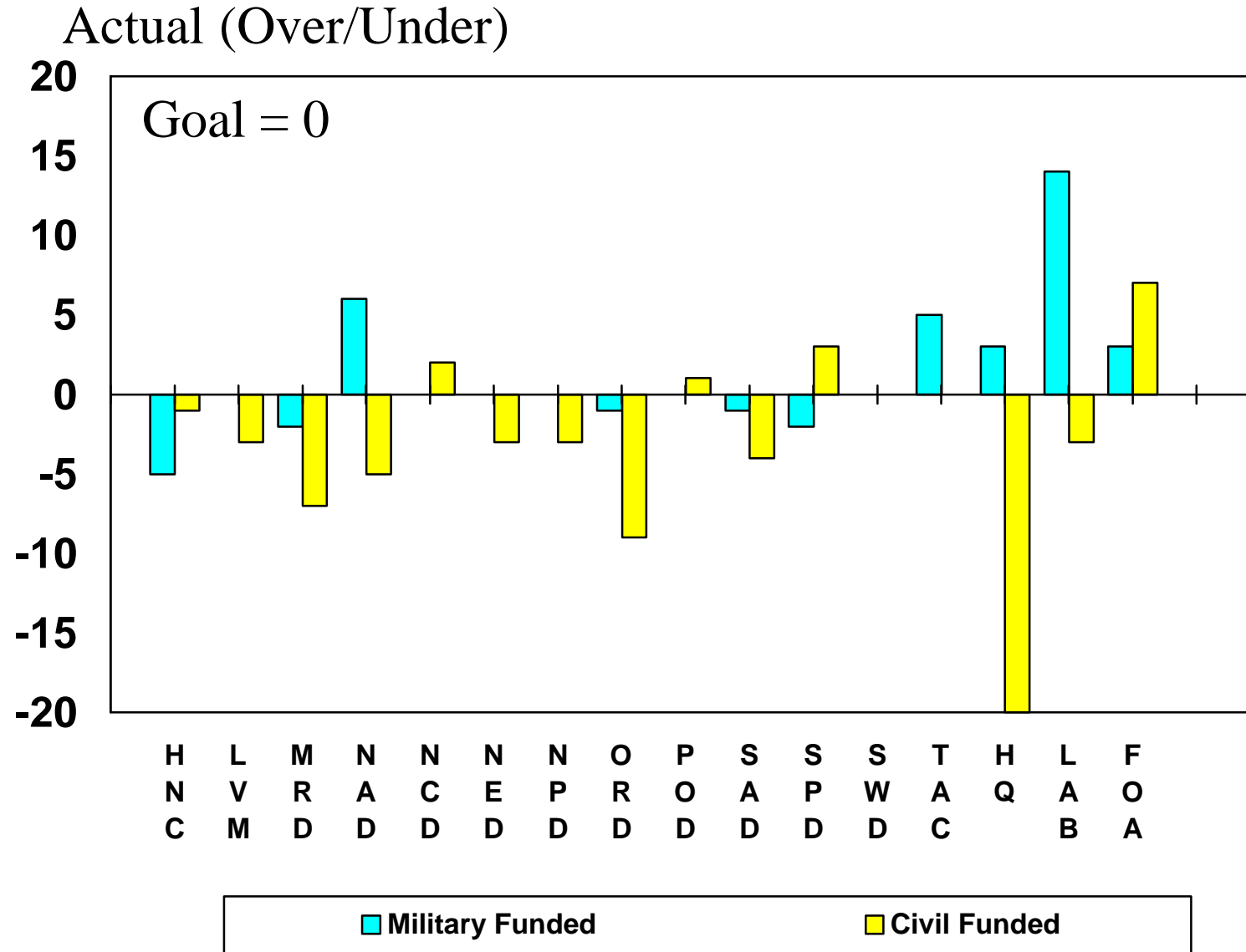
# Command Overview

## *High Grades*

	HNC	LMV	MRD	NAD	NCD	NED	NPD	ORD	POD	SAD	SPD	SWD	TAC	Labs	FOA	HQ	CE
High Grades																	
Mil-Funded	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Civ-Funded	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<input type="checkbox"/>	Satisfactory	<input checked="" type="checkbox"/>	Marginal	<input checked="" type="checkbox"/>	Unsatisfactory
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# High Grade Status



# High Grade Status

PROGRAM GOAL: Maximum use of high grade allocations without exceeding plan.

CURRENT YEAR OBJECTIVES: Have actual high grade strength match allocations in keeping with the civilian employment plan.

CURRENT STATUS: Overall, USACE is 45 under for civil funded high grade targets and 18 over military funded allocations.

IMPACT ASSESSMENT: During the last quarter we have made measurable progress towards our yearend military funded ceiling. Continued underutilization of civil funded targets suggests a need for reevaluation.

ANALYSIS AND CORRECTIVE ACTION: This chart depicts the extent to which organizations are above or below their allocation of GS/GM-14-15s and military funded SESs. Because allocations were issued to divisions under the old configuration, we can only measure progress toward those year end goals. A needs based allocation will be issued with FY98 program guidance.

AS OF: 30 June 1997

POC: Fred Hubley, 202-761-1735

ASSESSMENT: Amber for Military Funded

Green for Civil Funded

# High Grade Status

Division	Military Funded		Civil Funded		Total	
	Alloc	Act	Alloc	Act	Alloc	Act
HND	44	39	2	1	46	40
LMV	1	1	121	118	122	119
MRD	46	44	46	39	92	83
NAD	48	54	86	81	134	135
NCD	1	1	74	76	75	77
NED	1	1	18	15	19	16
NPD	24	24	94	91	118	115
ORD	13	12	94	85	107	97
POD	37	37	3	4	40	41

# High Grade Status

Division	Military Funded		Civil Funded		Total	
	Alloc	Act	Alloc	Act	Alloc	Act
SAD	41	40	93	89	134	129
SPD	23	21	53	56	76	77
SWD	32	32	74	74	106	106
TAC	40	45	0	0	40	45
HQ	194	197	260	240	454	437
LABS	184	198	95	92	279	290
FOA	44	47	41	48	85	95
TOT	775	793	1154	1109	1929	1902